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. . . The 168th meeting of the CIA RETIREMENT BOARD convened at 2:00 p.m. on Thursday, 11 November 1971, with the following present:

Mr. Harry B. Fisher, Chairman

25X1A9a

. . . The Board approved the Minutes of 7 October 1971 as presented . . .

MR. FISHER: It's a fairly short agenda today - other than a couple of add-ons that I do have. Let me just for a minute say I really wasn't thinking very clearly when I got Murray on the phone to get you all here on Monday. If I had realized our meeting was today we could have taken care of this now. I'm just a little itchy on this [REDACTED] case and I want to have Chick here. He now wants to appear before the Board. As a matter of fact, he wanted to bring his doctor with him and I persuaded him not to - certainly not at the outset - and he has written statements from his doctor.

I thought maybe it would be a good idea to get Dr. Tietjen up and get the Medical Board's opinion on this whole case, which might make it a little more clear just what Chick's talking about when Chick finally comes up. So, that was the reason for this special meeting -- to just hear out Dr. Tietjen who couldn't make it today. Let's have Dr. Tietjen before [REDACTED] comes.

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Will Dr. Tietjen be present at the meeting <sup>with</sup> ~~on Monday~~?

25X1A9a

MR. FISHER: No. I'm afraid that this thing might be <sup>counter-</sup> ~~kind of~~ productive.

25X1A9a

Well, I guess you've got [REDACTED] Obviously he hasn't added anything new or different. I want you to know that this letter going to him is about the first that the Board has done. In other words, the regulations have long said that when the Board was about prepared to make an adverse decision, we would advise the person concerned. That's being rewritten to get it out of there because there are just too many appeal steps now. But since that is the way the regulations are written now, and as he seems to be very legalistic, we thought we just better go by the book and give him his opportunity to be heard by the Board. So, we are going right by the numbers.

25X1A9a

I'm a little concerned in terms of how we handle it from here. I guess we should let Dick sort of work it out. In other words, we could then go back to him on this, in which case he gets an opportunity to appeal this decision to the Director and we still have pending his retirement, which will be another action which may have to go to the Director, and give him the opportunity to appeal that. I was hopeful that maybe somehow I could combine both. It might be better to just take it one step at a time.

25X1A9a

[REDACTED] I think he is going to be here two or three more months.

MR. FISHER: Yes, I'm afraid that is what's going to happen. I don't really think there is too much to talk about is there? He hasn't added anything new to what we have already carefully decided.

Now, in case there was any question in anyone's mind, this thing started in 1966 with a memorandum forwarded to the Subject informing him of non-eligibility of designation as a participant. Then, Security was holding

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25X1A9a up four requests for employees to be considered, including [REDACTED]  
for participation in CIARDS pending the outcome of sort of a test case. In  
August of 1966 he initialed a copy of a memorandum which advised him he  
would be expected to retire in September, 1971, at age 62. As late as November,  
1968, we had an Office of Security memorandum which recommended that action  
be taken on the designation of Subject for participation in CIARDS.

Between November and March of 1969 there was a handwritten note  
on this [REDACTED] 1 November 1968 memorandum which said that the Subject had  
seen the Retirement people and did not wish his request processed. And  
I feel this is important to get into the record because he seemed to take overt  
action to keep his request to be put in CIARDS from being surfaced because he

ILLEGIB [REDACTED] recognized that he would then have to go out at age 60. Then, beginning  
in 1971 --

25X1A9a [REDACTED] Prior to that first memorandum in August he  
had talks with Frank [REDACTED]  
25X1A9a

MR. FISHER: Oh, sure. From then on we really got into the  
question of CIARDS and his retirement. I won't go into all that. (See attached.)

Again, for the record I wanted to document -- while we do not feel  
he is entitled to be designated on the basis of domestic qualifying service,  
we also have the over-riding consideration that he's past age 60 and there  
seems to be no extenuating circumstances for putting him in now. I think  
we are ready for a motion on this - a motion that says we reviewed his  
appeal and see no basis for changing our tentative conclusion.

25X1A9a [REDACTED] Recommend approval.

. . . This motion was then seconded and passed . . .

MR. FISHER: Unanimously carried and approved.

25X1A9a [REDACTED] If he carries on with this will that be an IG case or a court case?

MR. FISHER: I'm sure he will take it -- he will appeal it. He has ten days.

25X1A9a [REDACTED] He so far hasn't talked about retiring at all.

MR. FISHER: No, but he seems to feel that regardless of when he retires, by God it's going to be under CIARDS! On the other hand, if he goes to court - and I certainly don't know whether he will or he won't although he said he's going to fight this to the very end <sup>as opposed to fighting</sup> to get into the CIA System, which would be his weakest case, ~~or to fight~~ the retirement system.

25X1A9a [REDACTED] Or, not to retire since he's in Civil Service. He hasn't brought that up has he?

MR. FISHER: Yes, he has brought that up.

25X1A9a [REDACTED] When he hires the legal people, what he has earned so far in staying until age 62 - he will lose it all to the attorney. Someone's got to make some money out of this. He won't.

MR. FISHER: Well, he may be accomplishing part of what he wanted because he is certainly extending a few more months of his time.

Well, now we have four employees who have now completed 15 years and appear to meet the criteria for designation. I must admit I was a little

25X1A9a surprised to see [REDACTED] on here, and apparently he was shy a few days and waited until he had his TDY and now he has it.

May I have a motion on those?

. . . This motion was then seconded and passed . . .

MR. FISHER: And then we have 13 employees who are past the five year mark and have met the necessary criteria for designation as participants.

25X1A9a [REDACTED] Move they be approved.

. . . This motion was then seconded and passed . . .

MR. FISHER: We have two applications for voluntary retirement,  
25X1A9a [REDACTED] both of whom meet the necessary age, Federal  
service and Agency service requirements, and have more than enough qualifying  
25X1A service. I would like a motion on these two, gentlemen. [REDACTED] retire-  
25X1A ment is effective 31 December, [REDACTED] is 30 June.

25X1A9a [REDACTED] Last 30 June?

MR. FISHER: No, 30 June 1972. He's way in advance.

25X1A9a [REDACTED] I have four additional names to add.

MR. FISHER: You have four more voluntary?

25X1A9a [REDACTED] Yes. [REDACTED] for 30 November.

25X1A9a She is 51 years of age, has 27 years of Federal service, 11 years of Agency  
service, and has 60 months of qualifying service.

25X1A9a Also, [REDACTED] for 31 December 1971, who is 56 years of age,  
has 36 years of Federal service, 24 years of Agency service, and has 64  
months of qualifying service.

25X1A9a Also, [REDACTED] for 31 December 1971, who is 53 years of  
age, has 22 years of Federal service and 22 years of Agency service, and  
has 95 months of qualifying service.

25X1A9a And last, [REDACTED] for 7 January 1972, who is 59 years of age,  
has 29 years of Federal service, 24 years of Agency service, and has 91 months  
of qualifying service.

MR. FISHER: Those Career Agents get me because they don't help our ceiling any. (Laughter.)

25X1A9a [REDACTED] Do they count against your number?

MR. FISHER: Quota? Yes. You get it one way and don't get it the other.

25X1A9a [REDACTED] I recommend approval.

. . . This motion was then <sup>seconded</sup> [REDACTED] and passed . . .

MR. FISHER: We have at least one involuntary, [REDACTED] who is going out under CIARDS at age 47 with 25 years of service.

25X1A 25X1A9a

[REDACTED]: I have one more to add - [REDACTED] for 31 December 1971, who is 45 years of age, has 25 years of Federal service, 17 years of Agency service, and 110-plus months of qualifying service.

MR. FISHER: Do we have a motion?

. . . This motion was then seconded and passed . . .

MR. FISHER: Well, we are moving right along. I added up here, projecting what's already in Murray's document here -- we would have 92 retirements under CIARDS alone, so we may do alright before we are through here.

25X1A9a Now, we have [REDACTED] age 44, 15th anniversary review. He has 59 months and 20 days. He is out on a tour. I certainly see no problem in deferring action on this and asking Murray to take a look ~~for~~ about February 10th, and at which time he should be fully qualified, which will really be only a couple of weeks past his 15th anniversary date. We all agree?

. . . This motion was then seconded and passed . . .

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MR. FISHER: Next, we have [REDACTED] age 37, and he <sup>is shy</sup> ~~stays~~ seven months at his 15th anniversary review. I don't see much

25X1A

choice but to follow [REDACTED] recommendation that he be transferred out at this time.

. . . This motion was then seconded and passed . . .

25X1A9a

MR. FISHER: And then we move on to [REDACTED] DDI/ CRS, Intell Assistant. She is looking for a one-year extension from April, 1972 to April 1973. This apparently was a rather recent change on her part. I'm sure ■ you all noted that in February, 1971, she was down in Retirement Affairs and indicated that her planning was for April, 1972, retirement. It struck me as not a very good set of compassionate reasons and she will have 29 years of service. I don't really see much basis for it. Robert, do you have any --

25X1A9a

[REDACTED] No, we didn't either.

MR. FISHER: I assume we have no objections?

25X1A9a

[REDACTED]: If she leaves in April her lump sum won't hurt her that much. I don't see any basis for extending it.

MR. FISHER: Nor, I. Okay, motion made that her request be dis- approved.

. . . This motion was then seconded and passed . . .

25X1A9a

MR. FISHER: The next case is [REDACTED] DDS, Office of Finance. She was 62 this past July, 1971. She appealed in June of 1971 for an extension of one year and at that time we gave her an extension of five months to carry her to the end of December. At that time she only asked to be extended until July of 1972. We gave her until December, 1971. Now she is

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back asking for December, 1972. Again, the Office of Finance recommends against it, sort of reminding us that they did the last time, too. And the DDS concurs in that recommendation and I'm afraid I don't see any good basis for this. Charlie, do you?

25X1A9a [REDACTED] Isn't that the one the Director asked about anyway?

MR. FISHER: It was more Col. White. He wanted to know how come we took this one to December. I then answered him with this reply - (Mr. Fisher reading routing sheet dated 18 June 1971 which is attached to this transcript.) We almost had to explain why we gave her that much.

25X1A9a [REDACTED] He didn't disagree with that, did he?

MR. FISHER: No, he understood once he read it. Do we have a motion for disapproval?

. . . This motion was then seconded and passed . . .

MR. FISHER: That wraps up the formal agenda. I do have one added starter.

25X1A9a Incidentally, I don't know if [REDACTED] would agree with me but

25X1A9a Col. White did. We sent up [REDACTED] with a request that his extension be disapproved for about six months and Bill asked me why did we take that hard-nosed approach? He asked me in writing -- White usually would just call me up and we would talk about it. Anyway, I wrote an answer to him but I didn't sign it and I carried it up. I felt that the less policy we get in writing on all of these the better and he agreed.

25X1A9a [REDACTED] *said my arguments were*  
~~He asked me in writing and so I quoted (him) as saying this is very~~  
~~persuasive~~ *and he went*  
~~So, okay, I go along with our turning it down.~~ I said that normally if there is no operational need we won't approve it and if it's

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compassionate, but it's nothing more than what the man's known for the last 20 years -- sending the kids through college and that sort of thing -- about the only time we do something is when there is a current type of emergency -- something unexpected and which you are unable to plan for. He needed time to decide where he would move. His kid was going to college. That is really <sup>specious</sup> ~~(suspect)~~ because we <sup>can give</sup> ~~gave~~ him an 18 month extension.

25X1A9a

On the heels of that was a [REDACTED] who requested a

five month extension which we approved. There was a very thin line between

25X1A9a

the two. [REDACTED] -- the Board might recall the case if I say

she had had her grandchildren with her and her daughter was getting set up

and she needed a few months to get straightened out. So we decided, "Well,

let's carry her to the end of the year," and we gave her five months.

25X1A9a

[REDACTED] Then Bill called me and he said, "..... On [REDACTED] but

how do I take both of these together into the Director?" Well, you have got

*consider each case separately.*

~~to take the whole package.~~ I said, "I still think there is something current

*both are cases*

in her problem and not so much with his." I couldn't argue Civil Service

25X1A9a

He then wrote me this memorandum. (Mr. Fisher then read [REDACTED]

memorandum.) The Director stated that he wants to stick as close as possible to

the regulations but that he also wants to have some leniency in appropriate

cases. It really boiled down to the fact that the extensions requested were

only for five and six months, respectively. He felt that this was very little

to ask for and consequently good ground for leniency. He doesn't want a

swing in policy.

25X1A9a

[REDACTED] And he approved both?

MR. FISHER: Col. White said, "Heavens!" ~~you know~~ He is

*an official change in policy.*

concerned that this not get out as ~~sort of a~~ -- and of course Bill said, "Let's

not have a swing in policy." In other words, for good and faithful service

you'll get it. It might be dangerous. Nevertheless, it does show that on

the right day, at the right time, the Director will go along with one of these.  
 At <sup>another</sup> ~~the same~~ time, he'll shoot it back and say, "What's going on and why did we extend it?"

I do have one more case here and time is of the essence here because he is to retire in November. And this is a man who is past age 60, but it's rather an unusual case. And I, at least, after some ~~study~~ study, asked Ben to sort of dig in and was persuaded that it's actually a reasonable case. Let's see how you all feel about it.

25X1A9a  When you say past age 60, do you mean 80? (Laughter.)

MR. FISHER: No, 79. (Laughter.) He's really 61. Sometime back when he was considered for designation as a participant he had only 11 years of credible <sup>service</sup> service for retirement purposes and it seems to me that it was therefore, <sup>understandable that he didn't want to retire at age 60</sup> although qualified -- he had the necessary numbers of years of overseas service. As a matter of fact, he's loaded with overseas service. But he only had 11 years of credible service. If <sup>he</sup> ~~that~~ had ~~applied~~ he would have had to retire at age 60 with a very minimal number of years.

<sup>giving</sup> Subsequently, this law was passed ~~about the~~ <sup>giving</sup> credible service for <sup>all his</sup> ~~this whole~~ contract time when you are under social security, which suddenly gave him about 20 years of service and changed the ~~ball game~~ <sup>ILLEGIB</sup> significantly. That happened in March of 1971 and he was advised that this was now approved as credible service for retirement purposes. At that point he was still overseas and he got back here, and now along about -- when did he actually get back?

25X1A9a  About two months ago.

MR. FISHER: On the 14th of October they finally put all the facts together and said they would now like to get him in the System. So, I'm saying, "Are there extenuating circumstances here of why he did not get

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in when he was first offered?" And it seems to me the difference between 11 and 20 years of credible service -- if he had 11 years it was reasonable to assume that he would like to work two more years to age 62. Once that was done you could say, why did he stall from March until October?

25X1A6a But he was over in [REDACTED] and really what happens - when they turned him down it was December - the annual call-up. The next call-up would be this December. There is no reason for each component being able to stay entirely on top of each individual case. So, stalling two months, three months or so just didn't seem too bad to me.

(said with a smile)  
I'm completely neutral on this case and I'm ready to hear from you.

Does anybody have any trouble with this?

25X1A9a [REDACTED] When is he retiring?

MR. FISHER: The minute he is put in. November.

25X1A9a [REDACTED] The circumstances are entirely different.

MR. FISHER: I see it as different.

25X1A9a [REDACTED] He had no way of knowing he was going to get credit for all that service.

25X1A9a [REDACTED] No. That was a public law of last year.

MR. FISHER: It took quite a bit of time for us to play around with it. He was overseas. I'm surprised he found out as early as March. Then he came back and acted as soon as he came back to Headquarters.

Now, obviously, I'm not trying to whitewash it completely. He would be about ready to go out at age 62 anyway. He's coming out of it pretty well, but it seems legitimate to me to see that this big change in credible service was quite a factor. Anyway, I think I can convince Col. White of this.

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25X1A9a [REDACTED] I recommend approval.

. . . This motion was then seconded and passed . . .

25X1A9a [REDACTED] That doesn't go upstairs at all.

MR. FISHER: Well, do I have authority to waive it?

25X1A9a [REDACTED] To waive the age?

MR. FISHER: I don't feel that I do. I'm not sure. I'll take  
a look at the regulations. What do you think, Counsellor?

25X1A9a [REDACTED] I was looking at [REDACTED] [REDACTED] case 25X1A9a  
with the same thing in mind (laughter), but I don't think you do. I'll read  
this more carefully. ILLEGIB

MR. FISHER: Okay. If I take it to Col. White I have a feeling  
he may run it by the Director. I don't know.

25X1A9a [REDACTED] I view it as part of the designation process,  
which is part of the Board authority, ~~to you~~. Don't you see it that way?

25X1A9a [REDACTED] No.

MR. FISHER: You all realize that in there I have the right to make  
the determination on domestic qualifying service. That's spelled out very  
clearly. I'm the final word on that. As Col. White puts it, if those deputies  
got to know that you were the final word, you would be badgered to death.  
Which is why he acts as a backstop.

25X1A9a [REDACTED] (Reading from the regulations.)

MR. FISHER: What does it say under the age 60 thing?

25X1A9a [REDACTED] You approve his retirement. Mandatory  
retirements don't go to the Director. The man must be retired at age 60.

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25X1A9a [REDACTED]: If you put him in he's automatically retired.

MR. FISHER: No, I'm thinking this is a waiver to the age 60, only.  
Does it say that changes to this would have to be approved by the Director?

25X1A9a [REDACTED] No, in order to qualify -- over here it says  
you have the right.

MR. FISHER: I'll wait to hear from you, Dick. I'm just as happy  
if you find that I have this authority.

25X1A9a [REDACTED] The last one was a domestic service case so --

MR. FISHER: It was a package, really.

25X1A9a [REDACTED] It was [REDACTED] 25X1A9a

MR. FISHER: I would be happy to have both, but at least in my  
own mind I'd be thinking of going upstairs on a waiver to this. I have all  
the delegations necessary to run this System except those specifically  
exempted. Extension spells out the Director will approve extensions.  
But this is just one of the criteria for getting into the System.

25X1A9a [REDACTED] It's an absolute criteria. It doesn't give any-  
body the authority to waive it. I'm not saying that the Director doesn't  
have it.

MR. FISHER: You want to take a longer look at it?

25X1A9a [REDACTED] Yes.

25X1A9a [REDACTED] On age it says to be at least 25 years of age, --

MR. FISHER: You are still working with an old regulation.

25X1A9a [REDACTED] And you are waiving all the time the requirement  
of age and qualifying service - age, length of service, and qualifying service

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just like the one we had. You say hold it for a while. Technically on the (15th day) of his anniversary, out he goes. It is part of the designation process.

MR. FISHER: Let's wait until our Legal Advisor thinks about it.

Incidentally, I just wrote a final version of an involuntary/voluntary on an Agency-wide basis - that it is hereby extended to 30 June. And Col. White <sup>approved</sup> ~~carried~~ it without batting an eye. I was almost ready to say, "Do you want to make it <sup>June 1973</sup> 1973" and he said, "No, 1972."

25X1A9a [REDACTED] It has its purpose of hooking it about six months at a time. We just have got to. I was wondering if you were going to ever get to it or not - put it out or what.

MR. FISHER: I want to be sure you all understand. As I told

25X1A9a [REDACTED] today, we got something from the field apparently on someone who wanted to leave in February or something. I don't think DDP was in trouble with this anyway. <sup>These components with a true surplus</sup> ~~Only those that truly have a surplus is how~~ <sup>could set on present notice.</sup> ~~it reads. I believe you do.~~

25X1A9a [REDACTED] You are suggesting that he hold up this publication for another month?

25X1A9a ILLEGIB [REDACTED] I didn't [REDACTED] suggest anything like that. We have been dating this thing --

MR. FISHER: Well, this time I didn't put a date down. We just said "extended to 30 June". I think it's fair to give them that much planning time.

25X1A9a [REDACTED] We are getting cases going into the second six months. Are you noticing an indication of people maybe not fighting the 60 years, but

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about two days before then all of a sudden they go running down to the Medics and then get held on?

MR. FISHER: Certainly. More than there was.

25X1A9a [REDACTED] Is there a trend this way?

MR. FISHER: So much so that we changed this notice and asked them to get there six to nine months ahead of time.

25X1A9a [REDACTED] Six to nine months ahead of time.

25X1A9a [REDACTED] You mean on the physical?

MR. FISHER: Not by notice. It's one of these Retirement Affairs issuances. It's not going to correct everything but it started on the basis of one of those things saying why don't you go get yourself a physical? If they didn't get down to Retirement Affairs they said, "Gee, we didn't know that." And some of them are legitimate.

25X1A9a [REDACTED] I wonder if it would be advisable to have exit physicals.

MR. FISHER: About the only ones that will help are the honest ones who really want to get a physical before they leave. The guy who is sitting and conniving will get around anything we put out.

25X1A9a [REDACTED] What brought this up was [REDACTED] He's  
25X1A9a on sick leave pending disability retirement now. He didn't even have a cough or anything.

ILLEGIB MR. FISHER: [REDACTED] You mean he's trying to get a disability retirement?

25X1A9a [REDACTED] You see, these people get a year or two of sick leave. I'm not saying it isn't legal, but you know, we figure on him leaving and all of a sudden he doesn't -- we say we can do "X" number of things and then --

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MR. FISHER: You know, this is a little solace, that you don't have to count them in your headroom <sup>for promotion</sup> when he is on sick leave.

25X1A9a [REDACTED] When his disability has been approved you don't have to carry him on your count.

25X1A9a [REDACTED] But while it is pending, you do.

25X1A9a [REDACTED] MR. FISHER: It's a tough one. I don't know how you stop it. [REDACTED] who was a Professional Personnel Officer, told me that there are many agencies where anyone hardly ever leaves without using <sup>his</sup> ~~their~~ sick leave first.

25X1A9a [REDACTED] It's <sup>cred. Table</sup> ~~not credible~~ <sup>for</sup> full pay.

25X1A9a [REDACTED] That's <sup>p.c.</sup> the thing. You get your credit and the full pay.

MR. FISHER: I read about the Police Department <sup>his</sup> ~~that~~ everyone who left first used up all ~~their~~ sick leave. I'd hate to see it become a way of life.

25X1A9a [REDACTED] I was just wondering if it shows more and more as it goes along. It could be an angle.

MR. FISHER: I assume he's gotten a letter from a doctor saying he's sick.

25X1A9a [REDACTED] He has been in the process for a while now.

Mr. Fisher, we have a problem on meeting dates again. Two weeks' from now is Thanksgiving Day.

25X1A9a

25X1A9a [REDACTED] It is? [REDACTED]

25X1A9a MR. FISHER: Did [REDACTED] get in touch with you? (Speaking to [REDACTED])



25X1A9a

[REDACTED] You asked me ~~in~~ to call him. Have you already been in touch with Dr. Tietjen?

MR. FISHER: Yes. And I talked to Chick and told him you would be in touch with him to give him the date. What do we do?

25X1A9a

[REDACTED] I don't have hardly anything.

MR. FISHER: You don't? Well, whatever you all want. We could make it Friday after Thanksgiving, although there <sup>are</sup> ~~is~~ a lot of people who may take the day off.

25X1A9a

[REDACTED] How about the following week?

MR. FISHER: We might be able to make it that following Thursday, and then skip to get it back on cycle. Can you make it the one following that week? That's just Tietjen.

25X1A9a

[REDACTED] Make it ~~2~~ 2 December? You mean 2 December? Three weeks from now?

MR. FISHER: Right. And then if the calendar is still pretty slow, either that or we take the week after and get back on cycle.

25X1A9a

[REDACTED] I think you have to because the next one is too close to Christmas.

MR. FISHER: Will you tell Chick that the next meeting is Thanksgiving and so we are going to have it the following week?

25X1A9a

[REDACTED] Yes. You also wanted me to call and see how an administrator reacts and can he reverse and that sort of thing.

. . . The meeting adjourned at 2:30 p.m. . . .

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## ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM:

Director of Personnel  
5 E 56 HQ

EXTENSION

6825

NO.

DATE

18 JUN 1971

TO: (Officer designation, room number, and building)

25X1X8

DATE

RECEIVED

FORWARDED

OFFICER'S  
INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. Assistant to the Executive  
Director-Comptroller  
7 E 12 HQ

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Ben:

Your question is a good one and not easy to answer in completely logical manner since decision of Board was more emotional. This woman could not retire until the end of July when she will become 62 years of age. ADD/S recognized as did the Board that she, therefore, could not take advantage of cost-of-living increase by retiring at end of May. He, therefore, recommended 60-day extension based on belief that D/Pers could handle this within his delegated authority. When I explained to him that case must go to the DCI anyway, for turn down of request for one-year extension, he indicated that he would then defer to the Board for an appropriate extension. Because she has less than 20 years of service, [redacted] annuity is approximately \$284 per month. Once we agreed to carry her until 15 September to offset COL--the Board just decided to give her the additional break of carrying her another 3½ months to the end of the year so that she would benefit from a tax saving on her lump sum annual leave and, frankly, to provide a slight increase in her annuity. The increase is only \$23 monthly, but when you are receiving \$284, that is an 8% increase.

Harry B. Fisher

SENDER WILL CHECK CLASSIFICATION TOP AND BOTTOM  
UNCLASSIFIED CONFIDENTIAL SECRET

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### OFFICIAL ROUTING SLIP

TO	NAME AND ADDRESS	DATE	INITIALS
1			
2			
3			
4			
5			
6			

ACTION	DIRECT REPLY	PREPARE REPLY
APPROVAL	DISPATCH	RECOMMENDATION
COMMENT	FILE	RETURN
CONCURRENCE	INFORMATION	SIGNATURE

25X1A9a

Remarks:

*Please return to DC/ROB  
when no longer needed.  
MB*

*See page clip.*

FOLD HERE TO RETURN TO SENDER

FROM: NAME, ADDRESS AND PHONE NO.

DATE

*DC/ROB 205 MAG*

*10/25/72*

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STATINTL

25 February 1966 - A memorandum was forwarded to Subject informing him of his non-eligibility for designation as a participant in the CIA Retirement and Disability System.

STATINTL

April 1966

STATINTL

- A memorandum was forwarded to the Office of Security from the [REDACTED] Office which requested that four employees, including [REDACTED] be reviewed for participation in CIARDS based on domestic qualifying service. (Action on this request was delayed by the Office of Security pending a decision on a test case, which was resolved in September 1966.)

5 August 1966 - Subject initialed a copy of a memorandum which advised him that he would be expected to retire in September 1971, at age 62.

1 November 1968 - An internal Office of Security memorandum recommended that action be taken on the designation of Subject for participation in CIARDS.

20 March 1969 - A hand-written note on the 1 November 1968 memorandum stated that Subject had seen the retirement people and did not wish his request processed.

30 August 1971 - Upon refusal by Subject to sign a retirement application, the Director of Personnel forwarded a registered letter to him informing him that he was being considered for separation from the Agency to be effective 29 September 1971. This letter cited Section 102(c) of the National Security Act of 1947 as the authority for this action.

7 September 1971 - Subject forwarded a memorandum to the Director of Personnel outlining the factors which he felt were peculiar to his situation and stating that no matter when he retired he intended to pursue and assert his claim for designation as a participant in CIARDS.

15 September 1971 - The Director of Personnel forwarded a letter to Subject which urged him to submit his request for consideration for participation in CIARDS. This letter also advised Subject that D/Pers had concluded that the termination of Subject's employment should be recommended to the Director of Central Intelligence. This letter further notified subject that he could, within ten days from receipt of the letter, file a written appeal with the Director.

STATINTL

23 September 1971 - Subject submitted a memorandum requesting that he be designated as a participant in CIARDS based on domestic qualifying service. This 88 page memorandum outlined Subject's service with the [REDACTED] Office of the Office of Security from September 1956 until June 1967, and with an Office of Special Projects facility [REDACTED] from June 1967 to the present. The Director of Security stated that he considered the service from 1956 until 1967 to be qualifying. The Deputy Director for Support did not concur in the position stated by the Director of Security.

STATINTL

STATINTL

4 October 1971 - Subject was advised that he would be carried on the rolls pending consideration of his request for designation as a participant in CIARDS, as well as final determination of his status by the Director.

7 October 1971 - Request for designation as a participant in CIARDS considered by the CIA Retirement Board (See 7 October 1971 minutes). The Board recommended that [REDACTED] not be approved for participation in CIARDS.

STATINTL

26 October 1971 - The Executive Secretary, CIA Retirement Board forwarded the attached letter to Subject stating the tentative conclusion of the Board. This letter was received by Subject on 30 October 1971.

7 November 1971 - Subject submitted the attached memorandum in reply to the letter of 26 October 1971. This memorandum was received by the Executive Secretary on 9 November 1971.